



2014-15 Differentiated Pay Plan Submission Template

For

Van Buren County Schools

Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
Performance	<i>The district will continue to offer a traditional salary schedule (step/lane schedule that uses years of experience and education level to determine educator's increases in base pay) and will offer a bonus to each educator if the district TVAAS composite score is 3 or greater</i>	<p><i>The compensation will be given as a bonus</i></p> <ul style="list-style-type: none"> <i>TVAAS District-level composite 3 = \$300</i> <i>TVAAS District-level composite 4 = \$400</i> <i>TVAAS District-level composite 5 = \$500</i> 	<p><i>The compensation will be available to all educators and administrators.</i></p> <p><i>The maximum number to receive the award would be 74.</i></p>	<i>The estimated total is \$37,000</i>	<i>This total makes us approximately 1.3% of the district's salary costs.</i>

II. Salary Schedule (Required Section)

- Please include below or attach a copy of the district's proposed 2014-15 salary schedule.

See attached document

- Describe how you will allocate any future state funding increases (i.e., FY13 1.5% increase in the BEP instructional component). Will increases be: 1) applied across-the-board, 2) allocated towards differentiated pay, or 3) a combination of both?

Any future state funding will include a percentage of the increase across-the-board, with the remaining allocated to differentiated pay.

III. Eligibility and Stakeholder Engagement (Optional Section)

While this section is optional, the information provided will help the department to be able to provide continued support and assistance to districts in implementing their differentiated pay plans.

1. Provide a list of eligibility rules (i.e., attendance requirements, retirement or transfer policies, etc.) for the differentiated pay plan elements or additional roles/responsibilities outlined in the plan.

Van Buren County Differentiated Pay Rules:

- **To be eligible the educator must be employed 90% of the 200 day contract of the school year I which compensation will be awarded.**

2. Include a description of how the district engaged teachers or other stakeholders in the development of the differentiated pay plan.

Van Buren County assembled an advisory strategic compensation committee to develop the differentiated pay plan for the district. The committee included Principals, teachers and other leaders in the district. During the November meeting the Director outlined the guidelines pursuant to Tenn. Code Ann. §49-3-306(h). We reviewed the pros and cons of Alternative Pay Plan other recommendations. The committee then met with perspective school leaders and staff to discuss the proposals. Several different proposals were reviewed at meetings in the following months. Advisory committee surveyed the staff and discussions followed. It was clear that the committee and staff want the Step/lane schedule presented. School Board Members have been informed and are involved with the decision process.

3. Does the district plan to expand or grow its differentiated pay plan in future years? If so, what types of changes or expansions are you considering to your differentiated pay plan or salary schedule?

The Van Buren County Board of Education will study the impact of the new compensation plan on our district during the 2014-2015 school year. We will review the impact on teacher retention when compared to surrounding counties and make changes to assist in retention.

Appendix A: Common Differentiated Pay Definitions

1. Base pay (base salary): An individual's salary excluding any additional compensation in the form of bonuses, stipends, or supplements for additional work or responsibilities.
2. Bonus/stipend: Additional compensation for a pre-defined set of criteria. Bonus and stipend pay are awarded in addition to or "on top of" an individual's base pay. Bonuses/stipends are one-time payments awarded for a specific role, additional responsibility, or achievement of particular criteria. Bonuses and stipends are not a part of base salary and do not become a reoccurring part of an individual's compensation.
3. Traditional salary schedule (or step and lane schedule): A salary schedule that uses years of experience and education levels exclusively to determine educator's increases in base pay. Traditional schedules may follow the same structure as the state minimum salary schedule. Salary schedules that modify the amount of the step increases given for experience or change the structure of the education lanes may still be considered a traditional schedule as long as they meet or exceed the relevant state minimums.
4. Alternative salary schedule¹: A salary schedule that uses some other component, often a performance measure, in addition to or in place of education and experience to determine base pay. A schedule where an educator's evaluation score is used to determine the amount of his or her yearly base pay increase is an example of an alternative salary schedule. Alternative salary schedules are subject to State Board of Education approval.
5. Opt-in/opt-out provision: Individuals are provided with the choice to participate in a program. This provision is most often associated with alternative salary schedules and is not a required provision.

¹ If you are unsure as to whether your plan is a traditional salary schedule or an alternative salary schedule, please contact Laura.Encalade@tn.gov.